

Equality Impact Assessment Template

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Use of Rae's Close for housing for particular needs
Service/service area responsible	Housing Services
Name of person carrying out the assessment and contact details	Frances Troup, Ext 2177 E-mail frances.troup@orkney.gov.uk
Date of assessment	15 August 2011 Updated 7 February 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	Currently there is a lack of demand for Rae's Close sheltered housing scheme. The intention is to use the vacant properties to provide for other people with a particular need and equip the wardens with the relevant skills accordingly.
State who is, or may be affected by this function/policy/plan, and how	Existing tenants of Rae's Close sheltered housing and potentially new tenants of supported housing. Also the wardens within Rae's Close sheltered housing. (The related consultation on charging for sheltered housing will interlink with this consultation).
How have stakeholders been involved in the development of this function/policy/plan?	A seminar was organised in June 2011 which covered Housing for Particular Needs. Consultations on Local Housing Strategy development and a range of related strategies were run during April 2011 and these link closely. This included other

	<p>Council Services including Education and Recreation, Planning and Corporate Policy and other agencies including Orkney Health and Care, Orkney Housing Association Ltd, Sacro, Orkney CAB, Advocacy Orkney and Relationships Scotland.</p> <p>These stakeholders were then involved in the consultation once a document outlining detailed information on the Use of Rae's Close for Housing for Particular Needs had been drafted. Survey monkey was also used.</p> <p>The consultation included existing tenants, their carers/power of attorneys etc, public members and staff. In addition it included people on the waiting list for sheltered/supported housing. The consultation included a press release and an article in Housing News. The written information and survey was available from the Council's website at www.orkney.gov.uk and was available in hard copy at the Council's offices and libraries.</p> <p>Housing staff were also involved. A meeting was held at Rae's Close residents' lounge ahead of the consultation being launched. This involved staff, existing residents and advocates.</p> <p>The quality of Housing Services is assessed through our internal procedures and also a range of Questionnaires. This includes a satisfaction survey for sheltered housing tenants.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>The Scottish Government has a range of research into the housing needs of older people. Its Draft National Strategy for Older People: A Consultation links closely to our Older Persons' Housing Strategy. Research including Wider Planning for an Ageing Population and Reshaping Care for Older People is central to the document.</p> <p>Other research exists in respect of different needs groups. The Scottish Government has published its good practice guide on Housing Allocations.</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>Potentially if for instance there was a language barrier but our Accessibility Policy is specifically intended to address this. We keep service records which include records of any requirements for information in different formats and languages.</p>
<p>2. Sex: a man or a woman</p>	<p>Impact is unlikely to be significant.</p>

3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	Impact is unlikely to be significant.
4. Gender Reassignment: the process of transitioning from one gender to another	Impact is unlikely to be significant.
5. Pregnancy and maternity	Impact is unlikely to be significant.
6. Age: people of different ages	Sheltered housing is available for older people but the use of Rae's Close would be broadened as regards age so this would have a positive impact as it would broaden the age criteria.
7. Religion or beliefs or none (atheists)	Impact is unlikely to be significant.
8. Caring responsibilities	There is the potential for a positive impact for people with caring responsibilities.
9. Marriage and Civil Partnership	Impact is unlikely to be significant.
10. Disability: people with disabilities (whether registered or not)	People with particular disabilities may be housed within Rae's Close resulting in a positive impact for relevant groups. The Lettings Policy in respect of Housing for Particular Needs would ensure transparency and fairness.

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	<p>Language barriers are a possibility in relation to different ethnic groups.</p> <p>Age and disabilities are also likely to raise issues given the nature of the policy. These should be positive. Related policies such as the Lettings Policy for Housing for Particular Needs and our Accessibility Policy would apply to ensure transparency and fairness.</p>
How could you minimise or remove any potential negative impacts?	Potential language barriers will be addressed through normal working arrangements and the Accessibility Policy.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. CONCLUSIONS AND PLANNED ACTION
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Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	Monitoring will be three yearly as part of Housing Services' rolling review programme.

Signature

Date 15.08.11 and updated 7.02.12

Name FRANCES TROUP
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.